

POSITION DESCRIPTION



Associate Lecturer in Policing Studies

POSITION DETAILS

Position Title	Associate Lecturer in Policing Studies
Classification	Academic Level A
Position Number	Multiple
School/Office	School of Social Sciences
Division	Provost

POSITION PURPOSE

Located in the School of Social Sciences, at the Goulburn campus, academic staff will primarily teach and undertake subject development in the undergraduate policing program for internal and distance education students studying to be a Police Officer with the NSW Police Force. In addition, an integral component of an academic staff members workload will be dedicated to professional industry liaison, by maintaining sound relationships with industry agencies.

Academic staff in Applied Policing will hold an appropriate professional qualification to teach and have the capacity to undergo training provided by the NSWPF to deliver integrated curriculum on the Course. Academic staff must be capable of teaching on all facets of the Course (excluding weapons and officer safety training; and components of driver training) and will have a strong background in Policing and/or one of the following subject areas:

- Operational policing
- Investigation (investigative interviewing and practices)
- Criminal law and procedure
- Road safety
- Drug enforcement and harm minimisation
- Policing and society
- Community policing
- Professional ethics
- Communications
- Leadership and management
- Information and intelligence

Academic staff are expected to demonstrate a strong collegial commitment towards the ongoing development of the School, maintain best practice standards in teaching, and contribute to the wider community.

KEY ACCOUNTABILITIES

1. Teaching and Learning Delivery
 - Apply WSU learning and teaching methodologies, processes, technologies, and tools to deliver high-quality, student-centred learning in policing and other areas as needed.
 - Achieve excellence in teaching across various delivery modes, including face-to-face and online teaching and assessment.
 - Ensure the ability to teach across all facets of the curriculum (excluding weapons and officer safety training).
 - Undergo and complete NSW Police Force-provided training to deliver integrated curriculum.
 - Deliver teaching as scheduled during teaching sessions.
 - Adhere to a teaching-focused academic model, prioritising instructional excellence and curriculum delivery.
2. Student Engagement and Support
 - Build strong, professional relationships with students to foster a positive and supportive learning environment.
 - Provide timely, constructive, and appropriate consultation and feedback to students.
3. Curriculum and Course Development
 - Collaborate with colleagues to design, deliver, and continuously improve high-quality courses and learning experiences.
 - Engage in constructive peer review and feedback processes to enhance course outcomes and academic quality.
4. Professional and Scholarly Development
 - Maintain a current and comprehensive understanding of policing practices through industry engagement and/or scholarly activities.
 - Undertake annual field placement as part of ongoing professional development.
5. Team Collaboration and Contribution
 - Contribute actively to high-performing, outcome-focused, multi-disciplinary teams.
 - Support a respectful, trusting, and collaborative working culture within the School and broader Faculty.
6. Faculty and School Administration
 - Participate in governance, marketing, promotion, and administrative duties that support the strategic and operational goals of the Faculty/School.
 - Perform other duties appropriate to the academic classification as required.
7. Undertake other duties as directed
 - Other duties relevant to the classification level.

QUALIFICATIONS, EXPERIENCE AND SKILLS

1. A Masters degree or equivalent in an area relevant to the discipline.
2. Sound knowledge and understanding of the discipline gained through industry experience and/or scholarly activities or similar.
3. Demonstrated high level analytical, critical thinking and problem-solving skills.
4. Demonstrated ability to build strong partnerships, networks and relationships to achieve professional and team objectives.
5. Demonstrated experience in quality and innovative teaching at tertiary level, including ability to facilitate learning in small and large groups, and experience in using contemporary methods of curriculum design, development, delivery, and assessment (including the use of e-learning methods).
6. Demonstrated experience in accordance with level of appointment in progressing research initiatives from inception through to publication. Evidence of high quality relevant publications is required.
7. Excellent oral and written communication skills, including interpersonal skills and the ability to work effectively in a team.

KEY RELATIONSHIPS

- **This position reports to: Head of Program, Associate Degree in Applied Policing (7013989)**
- **Key internal and external relationships:**
 - Dean, Deputy Dean, and Associate Deans in the School of Social Sciences
 - Directors of Academic Program and Academic Program Advisors
 - School Manager
 - NSW Police Force
 - Business Development Manager
 - Academic colleagues in the discipline group, School and University
 - Professional colleagues within the School, University and NSW Police Force
 - Casual Academics
 - Industry and community Partners
 - Regulatory Bodies
 - Students

CHALLENGES

- Balancing teaching and research expectations.
- Delivering high-quality teaching across the Associate Degree in Applied Policing, contributing to curriculum development and student learning outcomes.
- Engaging in scholarly, research, or professional development activities that enhance disciplinary expertise and academic reputation.

UNIVERSITY EXPECTATIONS

The University expects that all employees are aware of, and comply with legislation and Western's policies and procedures relevant to the position, including but not limited to:

- Code of Conduct
- Work Health and Safety and Wellbeing Management System
- Enterprise Agreement or Award
- Anti-discrimination principles, Equal Employment Opportunity and staff and student equity.

Approved by: SHRP minor changes

Date: 30/10/2025